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MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Albert F. Root, Commissioner | Chadwick H. Smith, Chairman | Paul R. McClure, Commissioner
Mitchell Building — P. O. Box 1728 — Helena, Montana

FL-196. JUNE, 1959

Employment In Montana 3,300 Over a Year Ago

Montana had 162,300 wage earners on industrial and commercial payrolls during May, according to estimates of the Commission in cooperation with the U. S. Bureau of Labor Statistics. The April figure was 158,200. Spirited gains in all industrial groups except two lifted May employment totals 4,100 over last month, and 3,300 above the comparable period last year. The highest May employment total was in 1957 with 168,600 on non-farm payrolls. The May increases adhered closely to seasonal patterns with April to May employment levels up 1,500 in contract construction, 1,300 in manufacturing, and 800 in trade. The service group lost 200 workers from April, and Finance, Insurance, and Real Estate remained equal with that month. Employment advances in most industrial groups are expected to continue during the summer months, building toward the seasonal peak traditionally reached in August..

Metal Mining Contract Talks Begin

Victorious by nearly 2 to 1 over two other hopeful unions in an NLRB election last month, the International Union of Mine, Mill, and Smelter Workers began the first of a series of contract talks with the Anaconda Company on June 1. With expiration of the current 3-year contract on June 30, 1959, the future economic fate of approximately 8,000 Anaconda employees at mines and plants in Butte,, Anaconda, Great Falls, and East Helena is at stake in the negotiations. The last major labor-management dispute between the Butte Miners Union and the Anaconda Company resulted in a strike on August 23, 1954, and kept approximately 10,000 workers idle for 8 weeks until a settlement was reached and operations were resumed on October 15, 1954. Since that time until the present day, there have been many changes, both economic and physical, on the Butte scene. The huge jaws of electric shovels continue to chew up the earth, changing the geography and the character of Butte. Ore from the pit area, once transported by trucks, now rides on conveyor belts to the storage bins. During the last half of 1957, the economic climate in Butte began to darken as demand for copper lessened and market prices fell. Some of the mines were closed, and thousands of Butte workers found themselves without jobs. Today, Butte's main streets are scarred by many empty store buildings—graphic reminders of the loss of purchasing power. At the present time there are 55 buildings available for industrial use, ranging in size from 26,000 sq. ft. to 2,000 sq. ft.

During the closing months of 1958, economic indicators began to point upward and Butte began the slow uphill climb toward recovery. With the shift to open pit mining production rose, output per man increased, production costs were down and profits were up. Employment, however, did not share in the healthy increases. With these factors in mind, the Union will lay on the bargaining table demands for a substantial hourly increase, a 32-hour work week with pay for 40 hours, time and a half for Saturday work, double time for Sundays, and improvements in a variety of fringe benefits including health and welfare programs, vacations, paid holidays, contract bonuses, and sick leave. If negotiations fail and a strike ensues, as it did in 1954, the economy of Butte could be thrown off balance for many months to come.

UNEMPLOYMENT — SPRING OF 1959 POINTS TO NEED FOR MORE INDUSTRIAL EXPANSION

Widespread hiring in industry and agriculture during May helped to reduce the number of jobseekers registered with local offices of the Montana State Employment Service by nearly 3,000. This left 11,541 applicants without work at the end of the month. The May average of jobseekers for the past ten years is 7,179. The highest May total recorded was in 1958 when there were over 15,000 work registrants. A real problem lies in the surplus of 4,300 applicants over the ten-year May average. The question as to who will provide the jobs for the thousands of new entrants into the labor market every year presents a serious challenge. In addition to high school and college graduates, there are many idle older workers who have been displaced from their jobs by automation, technological advances, and other economic factors. Many of the latter find themselves barred from private employment because of the retirement and pension systems of many employers. Industrial expansion and diversification appears to be the only solution to the problem. Community planning groups in most of the state's major cities are studying the problem. It is a challenge that requires more than just talk. Industrial growth, and new and more jobs will come only if a community develops a concrete plan of action, sticks to it, and provides an economic and cultural climate attractive to new industry.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) Apr 1959	2) Mar 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958	Apr. 1959	Mar. 1959	Apr. 1958
3) All Manufacturing	5.7	4.4	3.4	3.6	2.9	1.3	3.1	4.8	1.7	1.7	1.4	1.1	0.7	2.9	0.3
Durable Goods	5.6	4.7	3.8	3.3	2.9	1.2	3.8	6.6	2.0	1.7	1.3	1.2	0.9	4.6	0.3
Primary Metal	3.7	4.0	2.0	2.6	1.7	0.4	3.7	1.5	1.7	1.4	0 8	0.9	0.3	0.1	0.3
3) Nondurable Goods	5.9	3.8	2.6	4.1	2.9	1.5	2.2	1.9	1.3	1.7	1.4	1.1	0.2	0.2	0.1
All Mining	4.8	3.4	6.6	1.7	1.0	0.1	4.8	5.1	3.9	2.7	2.2	2.5	0.4	1.8	0.7
Metal Mining	3.9	3.6	9.7	0.4	0.2	0.1	5.3	3.8	5.1	3.1	2.4	3.5	0.1	0.2	0.8

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.
1959 rates not strictly comparable with 1958 rates due to change in reporting form from which basic data are obtained.

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Along the Hiring Line—Field Summary, June 1

ANACONDA, Deer Lodge, Philipsburg—(252 jobseekers, 87 new; 129 men, 123 women). Improved conditions at smelter brought recall of workers laid off last August. Some local high school and college students being hired for summer employment. Further worker recalls expected as production increases. New plant for construction of prefabricated homes scheduled for operation July 1. Openings for guards at Montana State Prison still exist.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(1,927 jobseekers, 496 new; 1,162 men, 765 women). Area building construction valued at over $12,000,000 including school and college buildings, commercial and residential construction. Approximately 100 new homes under construction, some on speculation. Road and bridge construction projects total $3,000,000 in the shape of 18 bridges, two overpasses, and 12 miles of new grade. Railroad hiring mostly extra gangs for track and maintenance work. New hires in trade and service industries over a year ago.

BOZEMAN, Ennis, Three Forks, Trident—(498 jobseekers, 216 new; 369 men, 129 women). Building projects at state college in good progress. Foundation and wall work begun on new city center motel. Fourteen miles of road construction using mostly heavy equipment operators. Local labor supply adequate for all projects. Logging operations in full force with two new sawmills slated for use. Shortage of timber fallers forecast next few weeks.

BUTTE, Virginia City, Whitehall—(1,421 jobseekers, 286 new; 895 men, 526 women). Labor market conditions showing slow improvement over last year. Metal mining employment totals, however, far below 1957 level. Two open pit mines operating with stable work forces. Most skilled construction workers employed on local projects. One hundred laborers left for construction employment in Wyoming. Railroad hiring sporadic and for temporary track and maintenance work. Hiring in trade and service industries slow and not on par with last year.

CUT BANK—(209 jobseekers, 64 new; 122 men, 87 women). Stepped-up hiring in construction, oil field work, and trade industries helped reduce job seeker files during the month. Bids for construction of addition to Browning hospital and power line from Shelby to Cut Bank scheduled in June. Farm employment during the month slowed by heavy rains. Local and transient labor supply adequate to meet current demands.

DILLON—(106 jobseekers, 104 new; 53 men, 53 women). Some hiring in construction and service industries set back because of wet, cold weather. Work 60 per cent complete on college dormitory building, and one area road job finished. National Guard armory buillding one-third done. Installation of dial telephone equipment making good progress. Variety of small building projects in area including houses, warehouse, garage, and roadside soft drink stand.

GLASGOW, Fort Peck, Malta, Opheim—(321 jobseekers, 168 new; 230 men, 91 women). Contracts totaling $23½ million dollars at air base occupies 700 workers, 160 over last month. 230 employed at Fort Peck power house project. Sewer and water line work begun for 460 units at base housing project. One hundred twenty-five more new homes scheduled for immediate area. Housing shortage critical with existing trailer court facilities being enlarged and new ones built. No serious labor shortages in area at present.

GLENDIVE, Circle, Wibaux—(72 jobseekers, 124 new; 48 men, 24 women). Oil field activity chiefly in maintenance with little improvement in drilling operations at present. Construction includes power line, two road projects, home building and remodeling. Trade and service industries report little change from prior month. Farm work lessened but expected to pick up in June for haying, irrigating, and summer fallow activities.

GREAT FALLS, Choteau, Fort Benton, Stanford—(1,397 jobseekers, 623 new; 829 men, 568 women). Intermittent rains during the month slowed some construction projects. Shortage of journeymen painters at present with other craft classifications expected to be in short supply as work advances. No let-up in demand for qualified clerical and sales workers. High school and college graduates may temporarily relieve the situation. Demand for farm workers lessened due to inclement weather and completion of most farm work.

HAMILTON, Stevensville—(287 jobseekers, 47 new; 188 men, 99 women). Most logging crews and mill workers have returned to employment; increased demand forecast the next few months. Mining operations in area dormant but may reactivate during June. Sheep shearing 50 per cent completed: first cutting of alfalfa retarded by cold, rainy weather.

HAVRE, Chinook, Harlem—(271 jobseekers, 179 new; 175 men, 96 women). Improved labor market conditions with increased hiring in construction, railroads, and trade and service industries. Start of construction of 27 housing units at radar station scheduled soon. Work began on new school building at Rocky Boy reservation. Construction nearing completion on new hospital and telephone building.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(611 jobseekers, 174 new; 402 men, 209 women). Usual spring upswing in construction, service, and trade industries elevated employment totals. Shortages in certain skilled, clerical, and service classifications were common throughout the month. Construction begun on a new 40-home building development. Work continues on new school building and lateral work on Helena Valley irrigation project.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(1,629 jobseekers, 215 new; 1,254 men, 375 women). Extremely active lumber market lifted employment totals in the woods and at sawmills. Contract construction especially active in Lincoln county with less volume in Flathead. Area hiring noted in trade and service industries as garages, service stations, cafes, and resorts made preparations for the tourist season. Employment upswing expected to continue in most industries during the next 90 days.

LEWISTOWN, Harlowton, Ryegate, Winnett—(111 jobseekers, 49 new; 52 men, 59 women). Contract construction, trade and service, and manufacturing accounted for most of the new hires during the month. Most agricultural field work delayed for several weeks because of rainy weather. Shortage of qualified agricultural workers was evident during the month and expected to continue intermittently during the season.

LIVINGSTON, Big Timber—(348 jobseekers, 122 new; 228 men, 120 women). Seasonal upswing in lumbering and logging progressing as road conditions improve. All mills expected to operate with full crews next three weeks. Construction activity good

LABOR MARKET INDICATORS

Insured Unemployment, Week of	June 5 1959	May 1 1959	June 6 1958	Avg. 1st June Wk. 1955-59
New and Renewal Claims	553	580	853	472
Unemployed Weeks Filed	4,534	7,922	6,981	3,928
Total Unemployment Claims	5,087	8,502	7,834	4,387
Employment—	**May 1959**	**April 1959**	**May 1958**	**May Avg. 1950-58**
Industrial Employment	162,300	158,200	159,000	157,000
Job Applicants, End of Month	11,541	14,455	15,233	6,695
New Job Applicants	3,734	3,457	3,551	2,967

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1951	141.9	139.4	140.3	145.9	149.4	154.1	153.5	154.6	154.3	152.4	151.7	150.6	149.0
1952	140.5	140.7	143.0	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2
1953	145.8	144.5	146.3	149.7	153.1	158.0	158.5	160.6	160.3	159.6	157.6	156.4	154.2
1954	146.7	145.5	147.2	151.1	155.7	161.6	164.1	165.4	154.8	153.9	158.2	155.7	155.0
1955	148.4	146.8	147.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	159.8
1956	154.3	152.1	154.2	160.7	167.0	175.0	175.7	177.5	176.9	173.6	167.9	165.2	166.7
1957	159.0	157.8	158.6	163.0	168.6	174.8	176.9	176.8	175.2	170.0	165.4	161.1	167.3
1958	151.9	149.0	149.2	153.6	159.0	164.5	165.0	167.0	165.0	162.0	160.0	157.8	158.7
1959	152.2	150.9	152.3	158.2	162.3*								

*Preliminary estimate.

Along the Hiring Line—Field Summary, June 1

(Continued from page Two)

with double shift of 65 men on highway project. Several new motels and service station scheduled for construction at Gardiner. Railroad employment steady with one extra gang shipped to another area.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(148 jobseekers. 87 new; 75 men. 73 women). Over one million dollars in construction projects in area. Worker shortages have been relieved by referral from other Montana communities. Two railroad track and maintenance crews in operation; three more scheduled for later hiring.

MISSOULA, Drummond, Arlee, Superior—(1,044 jobseekers, 360 new; 664 men, 380 women). Favorable weather opened access roads and brought increased hiring in the logging industry. A labor dispute involving logging truck drivers is current, but work continues as negotiations proceed. Area construction projects were slowed considerably for several weeks due to wet weather. Local labor has been adequate to meet heavy agricultural demands. but some shortages are expected to develop in the future.

POLSON—(272 jobseekers, 71 new; 201 men, 71 women). Increased building activity and a highly improved lumber industry point to a bright economic picture for the area. Some logging interrupted during the month by continued rains and muddy roads. A 20-unit housing development under consideration to meet demands of new residents employed in lumbering and logging.

SHELBY—(173 jobseekers, 116 new; 121 men, 52 women). Increased employment attributed to road construction and railroad hiring. Three railroad extra gangs currently active in the area. Preliminary work started on interstate highway project during the month with 10 men employed. 30 more to start work soon. Other construction limited and chiefly in residential housing.

SIDNEY—(84 jobseekers, 53 new; 44 men, 40 women). Approximately 50 building projects in progress including homes, churches. warehouse, grain elevator. and retail store. Two new businesses opened during the month: automotive wholesale parts store and a farm supply establishment. Dollar value of building construction in county approximates 3¾ million dollars. Road construction and improvement also active in the area. Sugar beet thinning operations started.

THOMPSON FALLS, Hot Springs—(214 jobseekers, 41 new; 175 men, 39 women). Noxon Dam employment steady with 250 currently employed. A seepage problem below the dam necessitated the use of 20 heavy equipment operators for dirt moving and fill. Installation of power generators continued without interruption. Sawmill production building toward peak levels; one major mill completed installation of new machinery.

WOLF POINT, Plentywood, Scobey—(146 jobseekers, 52 new; 81 men, 65 women). New construction starts included two highway jobs, Safflower plant and office building, and new homes. Other projects started earlier making good progress. One oil exploration firm moved into the area during the month, but no change noted in oil well drilling from the prior month.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	May 1959 (2)	Apr. 1959 (3)	May 1958	Apr. '59 to May '59	May '58 to May '59
NON-AGRICULTURAL INDUSTRIES	162,300	158,200	159,000	4,100	3,300
Manufacturing	20,000	18,700	19,400	1,300	600
Durable goods	12,300	11,200	11,800	1,100	500
Lumber and timber products	6,700	5,900	6,300	800	400
Primary metals	4,300	4,000	4,200	300	100
Other (4)	1,300	1,300	1,300	00	00
Nondurable goods	7,700	7,500	7,600	200	100
Food and kindred products	3,800	3,700	3,900	100	— 100
Printing and publishing	1,900	1,800	1,600	100	300
Petroleum refining	1,000	1,000	1,100	00	— 100
Other (5)	1,000	1,000	1,000	00	00
Mining	9,400	9,300	8,900	100	500
Metal mining	5,900	5,900	5,800	00	100
Coal, quarrying and nonmetallic	700	700	700	00	00
Petroleum-natural gas productson	2,800	2,700	2,400	100	400
Contract Construction	12,800	11,300	10,900	1,500	1,900
Conractors, building construction	3,800	3,600	3,100	200	700
Contractors, other than building	5,200	3,900	4,300	1,300	900
Contractors, special trade	3,800	3,800	3,500	00	300
Transportation and utilities	19,400	19,100	19,400	300	00
Interstate railroads	9,500	9,300	9,500	200	00
Transportation except railroads	4,000	4,000	3,800	00	200
Utilities including communication	5,900	5,800	6,100	100	— 200
Trade	38,000	37,200	38,400	800	— 400
Wholesale trade	7,700	7,600	7,800	100	— 100
Retail trade	30,300	29,600	30,600	700	— 300
General merchandise and apparel	5,900	5,800	5,800	100	100
Food stores	4,300	4,400	4,600	— 100	— 300
Eating and drinking establishments	7,800	7,300	7,800	500	00
Automotive and filling stations	6,100	5,900	6,100	200	00
Retail trade not elsewhere classified	6,200	6,200	6,300	00	— 100
Finance, insurance and real estate	5,800	5,800	5,700	00	100
Services and miscellaneous	20,300	20,500	20,700	— 200	— 400
Hotels, rooming houses, camps, etc	2,500	2,500	2,800	00	— 300
Personal services	2,200	2,200	2,200	00	00
Other (6)	15,600	15,800	15,700	— 200	— 100
Government	36,600	36,300	35,600	300	1,000
Federal	8,700	8,600	8,700	100	00
State and local	27,900	27,700	26,900	200	1,000
Great Falls Area (Cascade County)	19,400	19,200	18,900	200	500
Manufacturing	3,100	3,100	2,900	00	200
Contract construction	1,800	1,700	1,800	100	00
Transportation and utilities	2,200	2,200	2,200	00	00
Trade, wholesale and retail	5,400	5,400	5,400	00	00
Services and miscellaneous (7)	4,000	4,000	3,900	00	100
Government	2,900	2,800	2,700	100	200

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 686 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,075 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN MAY, 1959 AND MAY,1958

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placements								U. I. Claims Wk. 6-5	
	May 1959		May 1958		May 1959		May 1958		May 1959				May 1958					
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1959	1958
Anaconda	87	17	65	22	252	47	278	75	60	9	69	24	18	12	30	7	128	245
Billings	496	168	513	206	1,927	497	2,196	783	510	811	1,321	258	417	706	1,123	267	638	1,015
Bozeman	216	75	230	44	498	168	540	139	203	151	354	118	189	152	341	83	92	71
Butte	286	54	286	90	1,421	302	1,797	587	196	33	229	74	51	40	91	19	648	1,183
Cut Bank	64	19	55	30	209	48	404	194	62	66	128	50	39	44	83	51	119	176
Dillon	104	41	91	32	106	15	159	47	34	128	162	79	31	126	157	89	60	75
Glasgow	168	68	137	44	321	83	487	155	237	63	300	124	55	67	122	65	126	168
Glendive	124	37	127	47	72	14	184	62	133	437	570	63	87	487	574	49	27	105
Great Falls	623	155	441	125	1,397	307	1,866	646	510	202	712	233	268	134	402	172	622	990
Hamilton	47	7	53	19	287	64	389	99	52	174	226	38	36	204	240	17	144	167
Havre	179	21	53	9	271	47	227	61	205	120	325	182	98	90	188	99	116	196
Helena	174	26	182	61	611	184	564	190	172	67	239	84	162	66	228	106	298	258
Kalispell	215	49	323	48	1,629	507	2,727	736	238	29	267	111	124	22	146	44	690	1,182
Lewistown	49	11	45	19	111	20	147	35	78	81	159	92	53	72	125	69	67	97
Livingston	122	20	73	21	348	72	249	59	52	29	81	27	51	27	78	38	232	160
Miles City	87	31	122	48	148	37	172	57	122	563	685	95	111	624	735	59	108	127
Missoula	360	88	354	100	1,044	253	1,556	498	184	47	231	85	141	102	243	89	462	791
Polson	71	13	74	25	272	76	394	149	106	41	147	66	85	52	137	58	163	248
Shelby	116	52	161	80	173	52	240	62	148	145	293	93	53	79	132	72	67	130
Sidney	53	18	40	13	84	14	101	24	57	1,360	1,417	25	50	891	941	50	48	63
Thomp. Falls	41	13	51	16	214	63	318	100	50	5	55	19	46	5	51	18	144	272
Wolf Point	52	16	75	17	146	28	238	72	49	15	64	23	36	46	82	19	88	115
TOTALS	3,734	999	3,551	1,116	11,541	2,898	15,233	4,830	3,458	4,576	8,034	1,963	2,201	4,048	6,249	1,540	5,087	7,834

*Include 167 claims of the Federal Employees UC Program, 200 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May (1) 1959	Apr. (2) 1959	May 1958	May (1) 1959	Apr. (2) 1959	May 1958	May (1) 1959	Apr. (2) 1959	May 1958
All Manufacturing	**$92.59**	**$94.72**	**$89.70**	**39.4**	**39.8**	**39.0**	**$2.35**	**$2.38**	**$2.30**
Durable goods	90.39	90.23	86.14	39.3	39.4	38.8	2.30	2.29	2.22
Primary metals	94.49	94.49	91.01	39.7	39.7	39.4	2.38	2.38	2.31
Nondurable goods	97.57	101.81	94.17	39.5	40.4	39.4	2.47	2.52	2.39
Food and kindred products	84.24	91.15	78.74	40.5	42.2	40.8	2.08	2.16	1.93
All Mining	**100.04**	**99.79**	**98.66**	**40.5**	**39.6**	**40.6**	**2.47**	**2.52**	**2.43**
Metal mining	93.74	93.12	93.45	37.2	37.1	38.3	2.52	2.51	2.44
Transportation and Utilities (except railrds.)	**97.53**	**98.08**	**94.02**						
Transportation (except railroads)	114.70	114.96	113.32						
Utilities and communication	84.80	85.54	80.91	38.9	39.6	38.9	2.18	2.16	2.08

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA
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P. O. Box 1728
HELENA, MONTANA

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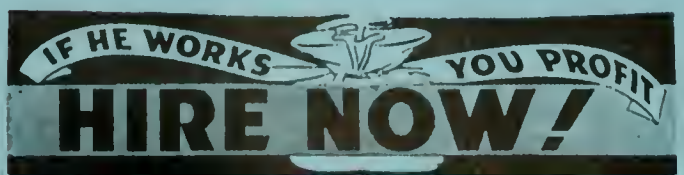

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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